

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh secara langsung budaya organisasi terhadap kinerja guru, pengaruh secara langsung motivasi kerja terhadap kinerja guru, pengaruh secara langsung kompetensi terhadap kinerja guru, peran kepuasan kerja dalam memediasi pengaruh budaya organisasi terhadap kinerja guru, peran kepuasan kerja dalam memediasi pengaruh motivasi kerja terhadap kinerja guru, serta peran kepuasan kerja dalam memediasi pengaruh kompetensi terhadap kinerja guru di sekolah-sekolah Dasar Strada Jakarta. Sampel dalam penelitian ini adalah sebagian dari guru-guru SD Strada Jakarta sebanyak 101 guru. Teknik sampling yang digunakan adalah *non-proportional non-random sampling*. Pengumpulan data dilakukan dengan penyebaran angket ke guru-guru di 13 SD Strada Cabang Jakarta yang terdiri dari 5 sekolah di cabang Jakarta Pusat, Barat, dan Selatan dan 8 sekolah di cabang Jakarta Utara dan Timur. Penelitian ini menggunakan pendekatan kuantitatif. Teknik analisis data menggunakan PLS, dengan aplikasi *Smart PLS-4*. Hasil penelitian menunjukkan bahwa budaya organisasi secara langsung berpengaruh terhadap kinerja guru, motivasi kerja secara langsung berpengaruh terhadap kinerja guru, kompetensi secara langsung berpengaruh terhadap kinerja guru, kepuasan kerja memediasi sebagian pengaruh budaya organisasi terhadap kinerja guru, kepuasan kerja memediasi sebagian pengaruh motivasi kerja terhadap kinerja guru, dan kepuasan kerja memediasi sebagian pengaruh kompetensi terhadap kinerja guru.

Kata kunci: Budaya organisasi, Motivasi kerja, Kompetensi, Kepuasan Kerja, Kinerja Guru

ABSTRACT

The purpose of this study was to analyze the direct effect of organizational culture on teacher performance, the direct effect of work motivation on teacher performance, the direct effect of competence on teacher performance, the role of job satisfaction in mediating the effect of organizational culture on teacher performance, the role of job satisfaction in mediating the effect of work motivation on teacher performance, and the role of job satisfaction in mediating the effect of competence on teacher performance at Strada Elementary Schools in Jakarta. The sample in this study consisted of 101 teachers from Strada Elementary Schools in Jakarta. The sampling technique used was non-proportional non-random sampling. Data collection was conducted by distributing questionnaires to teachers at 13 Strada Elementary Schools in Jakarta, consisting of 5 schools in the Central, West, and South Jakarta branches, and 8 schools in the North and East Jakarta branches. This study employed a quantitative approach. The data analysis technique used Partial Least Squares (PLS) with the SmartPLS 4 application. The results showed that organizational culture directly influences teacher performance, work motivation directly influences teacher performance, competence directly influences teacher performance, job satisfaction partially mediates the effect of organizational culture on teacher performance, job satisfaction partially mediates the effect of work motivation on teacher performance, and job satisfaction partially mediates the effect of competence on teacher performance.

Keywords: Organizational culture, work motivation, competence, job satisfaction, teacher performance